



BOARD REPORT

To: Chief Jason Saunders
Chair and Members of Brantford Police Services Board

From: Inspector Kevin Reeder

Date: December 1, 2025

Subject: Disciplinary Measures Imposed – Biannual Report (December 1st)

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RECOMMENDATIONS:

That the Police Services Board accepts this report and directs that it be published on the Internet within 30 days of receiving it.

That the report be forwarded to the Law Enforcement Complaints Agency (LECA) by the Chief on behalf of the Board.

BACKGROUND:

This report will provide the Police Services Board with an update on aggregate disciplinary measures the Chief of Police has imposed as required under section 215(1) of the *Community Safety and Policing Act*.

Section 215 (1) of the *Community Safety and Policing Act* (the Act) directs that chief of police shall report, in accordance with the regulations (O.Reg. 90/24), to the police service board regarding the aggregate disciplinary measures the chief has taken under Part XII of the Act. The police services board is required to publish the reports on the internet within 30 days of receiving it from the Chief of Police and forward them to the Complaints Director.

This report satisfies the requirements of the Act imposed on the Chief of Police.

The Chief of Police shall, at a minimum, provide a report to the police service board or the Minister under subsection 215 (1) of the Act by June 1 and December 1 of every year.

The report shall contain the following information respecting the period covered by the report.

This report will cover the time period of **June 1, 2025 to December 1, 2025**.

NOTE: This report may include disciplinary measures imposed under authority of the *Police Services Act*, RSO 1990 and the *Community Safety and Policing Act*, 2019. This report only lists the code of conduct in which disciplinary measures were imposed and is not a full list of the code of conduct.

Disciplinary Measures Imposed
(June 1, 2025 to December 1, 2025)

Type & Number of Disciplinary Measures Imposed
Each provision of Ontario Regulation 407/23 (Code of Conduct for Police Officers) made under the Act under which a disciplinary measure was imposed, which type of measure was imposed, and the number of times that each type of measure was imposed in relation to the provision.
See appendix A.
Suspension, forfeit of pay, reprimands, counselling, treatment, training or specified program or activity etc. (Without Hearing)
The number of times a disciplinary measure was imposed under section 200 of the Act, without a hearing under section 201 of the Act.
10
Suspension, forfeit of pay, reprimands, counselling, treatment, training or specified program or activity etc. (Following a Hearing)
The number of times a disciplinary measure was imposed, under section 200 of the Act, following a hearing under section 201 of the Act.
0
Termination of Employment or Demotion – Following a Hearing
The number of times a disciplinary measure was imposed, following a hearing under section 202 of the Act.
0

Suspension & Foreit of Pay – Average # of Days/Hours
If a disciplinary measure referred to in paragraph 1, 2 or 3 of subsection 200 (1) of the Act was imposed, for each paragraph, the average number of days or hours.
8 hours

Suspension & Foreit of Pay – Total # of Days/Hours
If a disciplinary measure referred to in paragraph 1, 2 or 3 of subsection 200 (1) of the Act was imposed, for each paragraph the total number of days or hours.
32 hours

Previous Disciplinary Measure (without a hearing) which have been subject to a hearing in this reporting period
Any imposition of a disciplinary measure under section 200 of the Act without a hearing under section 201 of the Act in a previous period that was upheld, varied or overturned following a hearing during the period covered by the report, and information respecting any consequent effect on information included in a previous report.
0

Appendix A

Disciplinary Measures Imposed (June 1, 2025 to December 1, 2025)			
Code of Conduct	Act	Disciplinary Measure Imposed	Total # of Times Imposed
Damage to police property (s.28)	CSPA	Written reprimand	1
Damage to police property (s.28)	CSPA	8 hours forfeit	1
Fail to comply with procedures (s.27)	CSPA	Written reprimand	1
Fail to perform duties (s.19)	CSPA	Written reprimand	2
Conduct undermines public trust (s.10)	CSPA	Written reprimand	2
Damage to police property (s.28)	CSPA	2 hours forfeit	1
Fail to perform duties (s.19)	CSPA	12 hours forfeit	1
Discreditable Conduct	PSA	10 hours forfeit	1